**How to Mentor, Coach and Nurture People**
**Mentoring, Coaching and Nurturing (Part-2)**
**Sunday April 23, 2023**

Part-1: Creating A Culture of Mentoring, Coaching and Nurturing People
Part-2: How to Mentor, Coach and Nurture People
Part-3: Guidelines and Pitfalls to Avoid In Mentoring, Coaching, Nurturing
Part-4: Positive Outcomes of a Mentoring Culture

**JESUS AND THE TWELVE**

While the Lord Jesus ministered to large crowds of thousands, He had twelve disciples whom He personally mentored, coached, and nurtured.

1. **Selection:** He selected and called a few from the crowd (Matthew 4:19, Mark 4:13).
2. **Opportunity:** He gave these disciples the opportunity to be with Him (Mark 4:13).
3. **Objectives:** He made the objectives clear - they were to be like their Master in life and ministry (Matthew 10:24, Luke 6:40).
4. **Mentoring:** They were privileged to travel with Him, see His personal life, see how He did ministry, and have lessons and discussions that others did not have.
5. **Delegation:** Jesus commissioned them and sent them to go do what He was doing (Matthew 10, Luke 9).
6. **Challenge:** He even told them that they would do greater things than Himself (John 14:12).
7. **Commission:** After His resurrection, He empowered them by His Spirit and released them into their assignment.

**LIFE BIRTHS LIFE. LIFE BUILDS LIFE.**

Just as life births life, in building people, we must remember life builds life.

Discipleship happens life-to-life.

People are developed through observation, participation, and instruction.

Resources and opportunities alone will not build people. While resources and opportunities will help build people up, people also need to see in real life, the Christian faith being modeled for them.

One of our first steps in preparing to mentor, coach and nurture others is to live, practice and model things with our own lives. We can then share both the Scriptures, as well as our own learning and life experience.

The apostle Paul was a great preacher and teacher. While he encouraged them to follow his teaching, he also challenged believers to follow his life example.

**1 Corinthians 11:1**
**Imitate me, just as I also imitate Christ.**

**Philippians 3:17**
**Brethren, join in following my example, and note those who so walk, as you have us for a pattern.**

**Philippians 3:17 (The Passion Translation)**
**My beloved friends, imitate my walk with God and follow all those who walk according to the way of life we modeled before you.**

**Philippians 4:9**
**The things which you learned and received and heard and saw in me, these do, and the God of peace will be with you.**

He was shaping, molding, nurturing, developing, and building people through his life example – the life he lived.

**DOING PRECEDES TEACHING**

**Mathew 5:19**
**Whoever therefore breaks one of the least of these commandments, and teaches men so, shall be called least in the kingdom of heaven; but whoever does and teaches them, he shall be called great in the kingdom of heaven.**

Our first responsibility is to do. We practice things first. We walk the path.
Then we can teach or share our learning and experience.

**HOW TO MENTOR, COACH AND NURTURE – CASE STUDY: PAUL AND TIMOTHY**

Mentoring, a process of developing others. The goal is to develop people to become better than we and help them go higher, deeper, further, and stronger than ourselves.

The apostle Paul discipled, mentored, and nurtured many young people during his ministry. Timothy (from Lystra) and Titus (from Antioch) were among the well-known ones. We also have the names of several others including Sopater of Berea, Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, Tychicus and Trophimus of Asia (the tri cities of Iconium, Derbe and Lystra) (Acts 20:4). Paul also had many co-workers, people who travelled and worked alongside him.

We would like to look at Paul and Timothy as a case study and highlight using the same 7 point outline mentioned earlier with Jesus and His disciples, some key principles of the mentoring process.

**1. SELECTION**

**Acts 16:1–3**
**1 Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, the son of a certain Jewish woman who believed, but his father was Greek.**
**2 He was well spoken of by the brethren who were at Lystra and Iconium.**
**3 Paul wanted to have him go on with him. And he took him and circumcised him because of the Jews who were in that region, for they all knew that his father was Greek.**

During his first missionary journey (AD 44-46) Paul along with Barnabas had gone to the district of Galatia where there were three cities close to each other: Iconium, Derbe and Lystra. Two Jewish women, Lois and her daughter Eunice, were brought to faith from the Jewish community in Lystra. Eunice, though a Jew had married a Greek. They had a son named Timothy.

Paul left on his second missionary journey, from Antioch of Syria, along with Silas around AD 49. They travelled through Syria and Cilicia, strengthening the churches (Acts 15:41). From Syria and Cilicia, they come once again to the tri city area of Iconium, Derbe, and Lystra (around AD 51-52), about 6 years after their first visit. This time around, when Paul and Silas arrived at Derbe and Lystra, they met Timothy. While there may have been several young men at Derbe and Lystra, Paul sensed that he needed to engage with this young man Timothy. Timothy had a good report among the people of God in his community. Paul decided for Timothy to be part of his ministry team.

While we cannot mentor, coach and nurture everyone, we need to be open to 'divine connections' and people in whom God lead us to invest in. Be sensitive to the "divine connections" God sets up in your life. God may send "Timothys" into your life or send you as a "Paul" into other peoples' lives.

Timothy must have been a young man about 17 years of age at this time. We know that Timothy's father was Greek and his mother was Jewish (Acts 16:3; 2 Timothy 1:5; 2 Timothy 3:15). Paul also had Timothy circumcised. Paul having Timothy circumcised was a big deal. We wish to highlight this. Paul did not encourage Gentile believers to be circumcised. In fact he wrote an entire epistle (Galatians) to these same people letting them know that circumcision does not mean anything as a believer. Titus was a Gentile and Paul refused to compel him to be circumcised. There was no need for Titus first to become a Jew to become a Christian. Yet, Paul chose to circumcise Timothy. There could be several reasons. Paul had Timothy circumcised, because his mother was Jew, and this would honor their tradition and this would also be a way for Timothy to be able to associate and work with the Jews, when necessary. This first act of Timothy's preparation for ministry and for leadership also embodies what Paul wrote later about being in spiritual leadership: that the leader must have a *"good testimony among those who are outside, lest he fall into reproach and the snare of the devil"* (1 Timothy 3:7). Paul thought about Timothy's future. Paul was thinking practically.

Make sure that you do things that will help your Timothy's future, practically.

Build authentic relationships. The key to mentoring is understanding and loving people.

**2. OPPORTUNITY**

**Philippians 2:22**
**But you know his proven character, that as a son with his father he served with me in the gospel.**

The apostle Paul created an opportunity for Timothy to be part of his ministry team. This had to be a big step, because at that time Timothy was young and inexperienced. Timothy had the privilege of traveling along with Paul in the ministry. Timothy travelled with Paul to Macedonia, to Philippi, to Thessalonica, to Berea, to Athens, to Corinth, and other places. Timothy served with Paul for about 15 years (AD 52 to AD 68).

As you mentor people try to create opportunities for them to learn, observe, participate, exercise their gifts, and learn by doing. Or you can point them to opportunities they can step into to develop their gifts and capabilities.

**3. OBJECTIVES**

Make the objectives clear. Both the mentor and mentee must be clear of what you wish to achieve together.

In Paul and Timothy, the objective would have been for Timothy to learn how to do ministry. Perhaps how to plant and raise churches. How to preach and teach the Word. How to do the ministry the way the apostle Paul was doing.

As you start out spending time with someone to mentor, coach and nurture that person, clarify what both of you are working towards.

A coach working with an athlete who wants to train for the 400 meters race, who state their objective as to improve the athletes timing by so many seconds. To achieve that, the coach will break this down to strength training, stamina building, diet regulations and mental health fitness, etc.

For example:
Spiritual growth
Ministry development
Marriage preparation
Marriage enrichment
Parenting
Life skills (Personal management, Time management, Financial Planning, Family, etc.)
Overcoming life's challenges
Career choices – resumes,
Professional growth – making choices, handling special situations, applying Biblical principles
Entrepreneurship
Business growth

**4. MENTORING**

**2 Timothy 3:10-11**
**10 But you have carefully followed my doctrine, manner of life, purpose, faith, longsuffering, love, perseverance,**
**11 persecutions, afflictions, which happened to me at Antioch, at Iconium, at Lystra—what persecutions I endured. And out of them all the Lord delivered me.**

It is interesting how Paul uses different terms to refer to Timothy. Paul refers to him as his "son" (Philippians 2:22; 1 Timothy 1:2; 2 Timothy 1:2), and his "brother" (2 Corinthians 1:1; Colossians 1:1; etc.) as a "man of God" (1 Timothy 6:12), and his "co-

worker" (Romans 16:21; 1 Thessalonians 3:2). This points to varying aspects of this relationship, some very personal and some very ministry related.

Paul mentored Timothy giving him the opportunity to "carefully follow" his teaching, his way of life, and how he practically walked in purpose, faith, patience, love and endurance through life situations.

Paul's last two epistles 1 & 2 Timothy were written to Timothy and were perhaps a summary of all the things Paul had taught and communicated to Timothy. We can make several observations. Paul gave specific instructions – what to do, what not to do. Paul clarified the costs and price to be paid in serving God. Paul encouraged and corrected Timothy. We notice statement such as these:
Wage a good warfare (1 Timothy 1:18).
Guard what is committed to your trust (1 Timothy 6:20).
Fight the good fight of faith (1 Timothy 6:12).
Do not be ashamed of the testimony of our Lord (1 Timothy 1:8).
Endure hardship (2 Timothy 2:3–5).
Be an example (2 Timothy 4:12).

People are developed through observation, participation, and instruction.

**Be authentic.**
As you mentor, coach and nurture people let them observe how you do things. Share your own personal stories, experiences, lessons learned, etc. Let people see things being worked out in your life. As a mentor be consistent, genuine, honest. Lead by example. Let your life speak. Model, so they can see and learn. Encourage them to practice.

**Communicate openly.**
Build trust. Hold the other person in regard. Provide safety in relationships. Maintain confidentiality.
Listen (listen 80%, talk 20% of the time)
Manage disagreements and differing views without breaking down the relationship.

**Coach but do not dictate.**
Ask questions to get them to think.
Share ideas, experiences, learning, insights.
Encourage analysis, reflection, evaluation.
Do not solve their problems. Encourage them to arrive at solutions. Assist in the solution finding process.
Encourage them to take responsibility for their own decisions and actions.

Example:
The mentee comes with a challenge he/she is faced with.
Instead of providing a directive on what to do as the solution, walk with them through the solution-finding process:
Help consider options.
Help consider consequences.
Help consider the best solution.

**Address problem areas.**
Learn to have tough talks, hard conversations that address problem areas, or areas needing improvement.
Sometimes people hide their problems behind niceties and courtesies. Sometimes people hide their problems behind their gifts and success in other areas.
Provide honest assessments lovingly, and constructively.
Bring correction where required. Not all can receive correction well. Be prepared to handle varying responses to correction.
Continue to encourage, empower, and equip.
Celebrate their successes, growth, and improvements.

**5. DELEGATION**

The apostle Paul sent Timothy on several strategic missions. Paul sent Timothy to Thessalonica (1 Thessalonians 3:1-2). Paul sent Timothy and Erastus into Macedonia and to Corinth (1 Corinthians 4:17; 16:10-11, 2 Corinthians 1:19). Paul also sent Timothy to Philippi (Phiippians. 2:19-24).

Paul wholeheartedly commended Timothy to the congregations he was sending him to. Paul placed great honor on Timothy's life. He recommended and endorsed him. In fact, Timothy is mentioned often as the co-author of several epistles (2 Corinthians, Philippians, Colossians, 1 and 2 Thessalonians, and Philemon). What an honor!

**1 Thessalonians 3:1-2**
**1 Therefore, when we could no longer endure it, we thought it good to be left in Athens alone,**
**2 and sent Timothy, our brother and minister of God, and our fellow laborer in the gospel of Christ, to establish you and encourage you concerning your faith.**

**1 Corinthians 4:17**

**For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.**

**Philippians 2:19-22**
**19 But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state.**
**20 For I have no one like-minded, who will sincerely care for your state.**
**21 For all seek their own, not the things which are of Christ Jesus.**
**22 But you know his proven character, that as a son with his father he served with me in the gospel.**

Part of our mentoring, coaching and nurturing people is to entrust them with responsibility and let them handle things. Encourage people to do things practically.

**6. CHALLENGE**

**1 Corinthians 16:10**
**And if Timothy comes, see that he may be with you without fear; for he does the work of the Lord, as I also do.**

**Romans 16:21**
**Timothy, my fellow worker, and Lucius, Jason, and Sosipater, my countrymen, greet you.**

Paul challenged Timothy in many assignments. We can see from the note to the Corinthians, that Timothy had to do the work of the Lord as Paul did. That was a tall order! He had to show himself as a co-worker of Paul. Once again, a high call to walk in.

As we mentor, coach and nurture people we must challenge people to grow. Make them uncomfortable. Challenge people to go beyond their present selves.

Growth requires people to stretch. Growth is sometimes painful. But that is how growth happens.

**7. COMMISSION**

When Paul was temporarily released from house arrest at Rome, in 64, he came and appointed Timothy to take care of the church at Ephesus, of which he was first bishop.

**1 Timothy 1:3**

**As I urged you when I went into Macedonia—remain in Ephesus that you may charge some that they teach no other doctrine.**

Paul later returned to Rome. On his way back, he wrote Titus and 1 Timothy. He later wrote 2 Timothy from Rome, where he requests Timothy to come to him at Rome before winter bringing several things which he left at Troas. If Timothy went to Rome, and it is probable that he did, Timothy may have been an eyewitness of the martyrdom of Paul, which happened in AD 68.

Timothy was jailed at least once during the period of the writing of the New Testament as mentioned in Hebrews 13:23. History has it that Timothy was martyred at the age of 80, in Ephesus around AD 97.

There will come a time when the season of mentoring, coaching, and nurturing is over. We then release the individual to make their journey from thereon. We may journey with them as a friend and peer if things permit.

When we mentor and pour into people lives, they will stand firm in the call and purpose of God till the end.

SUMMARY

1. Selection
2. Opportunity
3. Objectives
4. Mentoring
5. Delegation
6. Challenge
7. Commission

**GOSPEL AND SALVATION CALL**

**SUPERNATURAL MINISTRY TIME**
**Minister as the Spirit leads**

## LIFE GROUP STUDY GUIDE

**How to Mentor, Coach and Nurture People**
**Mentoring, Coaching and Nurturing (Part-2)**
**Sunday April 23, 2023**

The is a simple guide for use in Life Group discussions. Our objective is to focus on the application of the Sunday sermon - how each one is becoming a doer of the Word and building their life on God's Holy Word. The Life Group meeting would normally last for 2 hours. Each Life Group would have up to 12-15 people.

**Preparation**
To prepare for the Life Group meeting, you can listen to the Sermon Key Points (sermon summary in five minutes) or the full-length Sunday sermon. You can also review the Sunday Sermon notes. All these are available in the "All Peoples Church Bangalore" mobile App or online at our sermons page. Pray for the Life Group meeting and invite the work and ministry of the Holy Spirit.

**Welcome**
The Life Group meeting may commence with a time of prayer, worship, and a fun activity.

**LISTEN to God's Word**
Read the following Scripture references: *Mathew 5:19; 1 Corinthians 11:1; Philippians 3:17; 2 Timothy 3:10-11*

**INVESTIGATE God's Word Together**
Please discuss a few of these together, giving time for people to share their insights. We encourage each one individually to make notes of their personal learning during the Group discussion.

*1, How important is it for a mentee to see the mentor model by life example what is being communicated, in the spiritual context of Christian discipleship?*

*2, Reflect on these seven key points presented as an outline of the mentoring process. Consider a situation where a person (assume younger to you) approaches you desiring to*

*be mentored in a particular area (spiritual or life skills or professional, or other) where they feel you can help them. Apply these seven pointers to this hypothetical situation:*

1. Selection
2. Opportunity
3. Objectives
4. Mentoring
5. Delegation
6. Challenge
7. Commission

If time permits, each one can take a few (3 minutes max) to share one or two key learning and how they see themselves applying it into their specific life situations. Encourage each one to participate and share.

**FELLOWSHIP by sharing your life and spiritual journey**
Each one takes a few (3 minutes max) to share anything from their walk with God, something God has been teaching them, a testimony of answered prayer or a specific challenge that they would like prayer for. Encourage each one to participate and share.

**ENCOURAGE each other by praying and ministering to one another**
Get into small groups of two or three and take turns to thank God and pray for each other in the light of what was learnt today. Listen to the Holy Spirit. Expect the gifts of the Holy Spirit to flow bringing healing, releasing miracles, prophecy, etc.

Regroup and pray together for:
*1, families to be protected and strengthened*
*2, a mighty outpouring of God's Holy Spirit on us as a church and through us to bless many others in our city and nation. Nothing but a mighty work of God's Spirit can change our city and nation.*
*3, for the BUILD TO IMPACT project - for God's hand to guide us through the land search and acquisition process, and for finances to be more than enough to get this project done.*

Close by thanking God together.

## USEFUL RESOURCES

Watch our online Sunday Church service live stream every Sunday at 10:30am (Indian Time, GMT+5:30). Spirit filled, anointed worship, Word and ministry for healing, miracles, and deliverance.
**YOUTUBE**: https://youtube.com/allpeopleschurchbangalore
**WEBSITE**: https://apcwo.org/live

Our other websites and free resources:
**CHURCH**: https://apcwo.org
**FREE SERMONS**: https://apcwo.org/resources/sermons
**FREE BOOKS**: https://apcwo.org/books/english
**DAILY DEVOTIONALS**: https://apcwo.org/resources/daily-devotional
**JESUS CHRIST**: https://examiningjesus.com
**BIBLE COLLEGE**: https://apcbiblecollege.org
**E-LEARNING**: https://apcbiblecollege.org/elearn
**WEEKEND SCHOOLS**: https://apcwo.org/ministries/weekend-schools
**COUNSELING**: https://chrysalislife.org
**MUSIC**: https://apcmusic.org
**MINISTERS FELLOWSHIP**: https://pamfi.org
**CHURCH APP**: https://apcwo.org/app
**CHURCHES**: https://apcwo.org/ministries/churches
**WORLD MISSIONS**: https://apcworldmissions.org

### SERMON OUTLINE

Mentoring, coaching. and nurturing people is part of the discipleship (people development) process. Mentoring, coaching, and nurturing should be part of the culture of a local church community. In this sermon, we outline the "how to" of the mentoring, coaching and nurturing process. We look at how the Lord Jesus worked with His disciples and how the apostle Paul worked with Timothy.

This is Part-2 in the four-part sermon series on Mentoring, Coaching and Nurturing People:
Part-1: Creating A Culture of Mentoring, Coaching and Nurturing People
Part-2: How to Mentor, Coach and Nurture People
Part-3: Guidelines and Pitfalls to Avoid in Mentoring, Coaching, Nurturing
Part-4: Positive Outcomes of a Mentoring Culture

### KEYWORDS

Discipleship, making disciples, mentoring, mentor, coaching, life coach, nurturing people, building people, mentoring culture, people development, sermon, sermons,

sermon notes, sermon outline, free sermon notes, free sermon outlines, Bible study resources

**REFERENCES/CITATIONS**

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